

# Town of Marlborough Police Reform Committee

Findings and Recommendations

February 2021

# Committee Members

- Barbara Arrindell, Community Member
- Howard Baker, Town Council, Police Liaison
- Gerald Cocozza, Police Chief
- Stephanie Kaplan, UC Public Defender's Office
- Al Lanzetta, Supervisor
- Jeff Magliato, Community Member
- Ed Molinelli, Town Council, Police Liaison
- Justin Pascale, Police Sergeant
- Vincent Porcelli, Deacon, St Mary's Catholic Church
- William Weishaupt, UC DA's Office

# Police Reform Executive Order

- Comprehensive review of current policies and procedures
- Develop improvement plan
- Promote community engagement to foster trust, fairness, and legitimacy
- Address any racial bias or disproportionate policing of communities of color

# Process

- Bimonthly video conferences held
- Current Policies and Procedures reviewed
  - Questions formulated and discussed
- Arrest data gathered and reviewed
- Public input sought and received
- Recommendations discussed and itemized
- Draft Committee Report written
- Public comment to be requested and received
- Report to be finalized and ratified by town board.

# Public Input Received

- Modify recent bail reform
- Assign mental health professionals to calls
- Pay police more and all should have Associate's Degree
- Address "Use of Force"
- Police should live in town
- Disproportionate number of people of color pulled over on 9W
- Our police are doing a great job
- Color of patrol cars does not foster trust
- Keep doing the great job you are doing
- Police do a lot more than keep the peace and are underappreciated. Systemic racism is BS.
- Better training required in use of restraint
- Need to provide strong support for our police force and strengthen law and order image.
- Need to make sure police force is transparent, strives to eliminate bias, and improves community relations.
- Police force is doing a good job. Recommend unmanned cars parked in various locations.

# Recommendations

- Use of Force
  - Many changes to several sections of policies and procedures manual addressing use of force protocol to be in line with DJCS, and handling of mental health and EDP calls.
  - Support funding of body cameras for department
- Hiring
  - Widen pool of part-time applicants. Support reform of current civil service hiring process for full time officers to promote a more diverse workforce.
- Training
  - Expand Crisis Intervention Training, De-escalation, Implicit Bias training to entire force.
- Reinstitute Yearly Performance Evaluations
- Complaint Handling
  - Create online form for providing anonymous feedback and complaints.
- Community Relations/Transparency
  - Post Policies and Procedures Manual on town website
  - Report Use of Force statistics at monthly town board meetings